

- Time off with pay for council members for performance of legitimate council functions, including council meetings and council office hours.
- Mandatory full-time release of council members of local agency councils dependent on strength of agency.
- Necessary full-time release of members of works councils above the local level and of joint councils with management concurrence.
- Time off with pay for council members and issuance of travel orders for attendance of training and educational courses that provide knowledge directly contributing to the performance of council work.
- Up to three weeks additional time off with pay for council members during term of office to attend general training courses and seminars for social and political education. Four weeks for council members new in office.
- Payment of expense allowance of Euro 26,00 to full-time released council members; Euro 13,00 to council members full-time released 50 percent or more.
- Reimbursement of council members for travel and other expenses necessary for conducting legitimate council functions.
- Compensatory time off to council members for performance of council functions outside of regular duties.
- Protection from ordinary termination of employment (including ordinary termination notices for change of employment conditions) during term of office and until 1 year after expiration of office, except due to complete deactivation of agency or division ("Betriebsabteilung") of the agency to which assigned provided operational requirements do not allow reassignment to the remaining parts of the agency (this protection also applies to members of the youth and apprentices representation and representatives of the severely handicapped employees).
- Extraordinary terminations (i.e., for cause) of "active" council members, members of the youth and apprentices representation, severely handicapped employee representatives, members of election committee, candidates for the election are subject to works council concurrence. In case of non-concurrence, removal is subject to German labor court approval.